

Building Science Institute, Ltd. Co. Policy 04-2022 Non-Discrimination & Anti-Harassment

This policy applies to the Building Science Institute, Ltd. Co.

Referenced Documents

BSI Policy 14 "Referenced Standards, Codes, and Programs"

All conformity assessment policies and operations are non-discriminatory. Access to the Building Science Institute, Ltd. Co. ERI certification program is open to all eligible builder and developer partners, regardless of size or membership in any association or group. Access to the Building Science Institute ENERGY STAR® certification program is open to all eligible ENERGY STAR builder and developer partners, regardless of size or membership in any association or group. Access to the Building Science Institute Indoor airPlus certification program is open to all eligible Indoor airPlus builder and developer partners, regardless of size or membership in any association or group. Access to the Building Science Institute Zero Energy Ready Home certification program is open to all eligible Zero Energy Ready Home builder and developer partners, regardless of size or membership in any association or group.

Conformity assessments and certifications are based solely on conformance with referenced program requirements and protocols, standards, and code requirements, Building Science Institute, Ltd. Co. quality management system requirements, and verification company quality management system requirements without regard to race, color, religion, age, gender, national origin, political affiliation, disability, sexual orientation, marital or family status, or other differences irrelevant to conformance assessments and certifications.

Prohibited workplace harassment, which includes bullying and discrimination, based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, gender identity, national origin; age (40 years of age and over), genetic information, or disability (physical or mental) or retaliation for protected EEO activity will not be tolerated. In addition, harassing conduct, where unwelcome verbal or physical conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment, will not be permitted. Retaliation against those who report prohibited harassment, misconduct, serve as a witness or participate in the Equal Employment Opportunity (EEO) process, or otherwise oppose discrimination and harassment is also strictly prohibited.

Approved by the Building Science Institute, Ltd. Co. Quality Council on December 13, 2022.

Approve: Brian Christensen, Amber Wood, Erik Straite, Kevin Burk, Wes Davis

Reject: None

Not Voting: Brett Dillon, Chair

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